

We are committed to creating a safe environment that is inclusive and free from discrimination, regardless of race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected categories under applicable law. We expect participants to treat each other with respect and to abide by the following code of conduct during all events hosted by OLAW.

Code of Conduct

Acceptable Behaviors:

- Be considerate of those around you.
- Be respectful of others and their viewpoints that may be different from your own.
- Be collaborative with others.
- Be mindful of your words and actions.

Unacceptable Behaviors:

- Producing, promoting, or sharing content* that is discriminatory, derogatory, or hateful based on race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or similar categories
- Using vulgar, obscene, threatening, defamatory, abusive, or unlawful language and/or imagery
- Intimidation, harassment, disruptive or combative behavior
- Producing or sharing content* that infringes on the rights of any third party, including intellectual property (such as copyrights, patents, trade secrets, trademarks, etc.), personal/sensitive information or images without consent, etc.
- Impersonating any person, communicating under a false name, falsely implying membership in or representation of an organization, or otherwise attempting to deceive
- Attempting to collect information on participants without their consent
- Promoting goods or services unrelated to the topic, or excessive promotion of related goods and services
- Attempting to reverse engineer, infiltrate, or alter the registration process
- Recording events or sharing materials, screenshots, etc., that have not been posted by the organizer and speaker(s), without written consent. Materials may need to complete additional clearance processes at speakers' organizations or undergo required processing for accessibility before they are finalized.

**Content includes information that is written, spoken, posted, endorsed, or otherwise shared in any form during the event, including registration, chat, Q&A features, etc.*

Consequences of Unacceptable Behavior

OLAW may delete content constituting unacceptable behavior and/or remove participants exhibiting unacceptable behavior from events. OLAW takes inappropriate conduct seriously. Please alert our office of anyone who is not following this policy by emailing olawdpe@od.nih.gov.

OLAW will attempt to address unacceptable behavior in a timely and respectful manner and retains the discretion to determine the best course of action. However, content or behavior in violation of the code of conduct is not condoned by OLAW regardless of exactly when and how the behavior is addressed.

Permissions

Your participation in recorded OLAW events indicates consent to being part of the recording, including your username, likeness, and voice. OLAW will not knowingly disseminate personal information, including names, email addresses, and institutions to outside parties when such information is not publicly available. However, you are responsible for managing your online presence, including video settings.